



Town Administrator's Office

343 Highland Road, Tiverton, Rhode Island 02878 (401) 625-6710

Memorandum

Date: August 18, 2021

To: Town Council

From: Christopher Cotta

RE: Extension of third year of initial Employment Contract and Fiscal Impact Statement for Richard Rogers, DPW Director

Director Rogers has completed his third year of employment with the Town on August 7, 2021. The initial contract as approved by the Council provided for two extensions of one year each. The third year extension was never executed nor perfected. I hereby recommend that the Council retroactively approve the third year extension and provide a retroactive salary increase, based on a job performance that has exceeded expectations and in several respects has been outstanding. A confidential evaluation of that performance has been forwarded in conjunction with this request. I request that the Council approve a 2% increase in salary, from the current \$88,434 to \$90,203 for the period 8/8/2020 to 8/7/2021.

The fiscal impact of the pay increase for the period 8/8/2020 to 8/7/2021 is as follows:

	Current	Proposed
Base Salary	\$ 88,434.00	\$90,203.00
FICA 7.65%	\$ 6,765.20	\$ 6,900.53
MERS/TIAA 3.11/1.0	\$ 3,510.83	\$ 3,707.34
Health Insurance (family)	\$ 15,289.00	\$15,289.00
Employer Share of HSA	\$ 3,000.00	\$ 3,000.00
HSA Management Fee	\$ 45.00	\$ 45.00
Life and AD&D Insurance (100,000) Coverage	\$ 538.00	\$ 538.00
Dental Insurance	\$ 786.00	\$ 786.00
TOTAL	\$118,368.03	\$120,468.87

MERS increased from 2.97 to 3.11 percent year to year from 2020 to 2021